

2026

the Nervous System Performance:

Human Performance Infrastructure

WORKBOOK

A framework for leading under pressure.

Presented by

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Founder, House Harmon



FROM THE FOUNDER

Why House Harmon Was Born

For years, I operated inside high-pressure environments where performance was non-negotiable. The pace was fast and the stakes were real. Expectations were constant. From the outside, it worked. From the inside, something was quietly deteriorating.

I watched exceptionally competent leaders, myself included, make decisions that didn't reflect our best thinking. Conversations that should have been clean became charged. Recovery disappeared. Urgency became normal. We explained it away as the cost of leadership. What I eventually understood was that this wasn't a character issue or a resilience issue.

It was a physiological one. Sustained pressure without recovery was shaping how we led long before we noticed it - narrowing attention, driving reactivity, and reducing judgment.

I didn't step away from leadership to escape pressure. I stepped back to understand it. Through studying neuroscience and physiology, and working with leaders navigating situations with real stakes, a clear pattern emerged: leadership performance is constrained less by skill and more by internal conditions. When state is compromised, even strong leaders narrow. When capacity collapses, urgency pretends to be strategy. When regulation is absent, a compromised presence leaks into culture - whether we intend it or not.

Abi Harmon · Founder, House Harmon



HouseHarmon exists to give leaders back something pressure quietly takes away. Room to choose.

A LETTER TO LEADERS

Leadership today is not
constrained by intelligence,
ambition, or effort.

It is constrained by the internal conditions under which decisions are made. Under sustained pressure, even highly capable leaders experience narrowed attention, increased reactivity, and reduced strategic range. This is not a motivation problem. It is not a values problem.

It is a physiological one - and it can be trained via the nervous system.

This workbook exists to help leaders stabilize their internal state, build the capacity required for complexity, and lead with greater clarity under pressure in all aspects of their lives.

This workbook is not wellness alone. Therapy alone. Mindset coaching alone.

It is performance infrastructure for a well-lived life.

AUDIENCE

Who this is for

This workbook is for leaders who carry responsibility others don't see. For those...

01 Who make decisions with incomplete information.

02 Who feel pressure before they feel clarity.

03 Who are relied on to stay steady when conditions are uncertain.

IT IS NOT

For passive consumption or personal optimization only. It is not an excuse for avoiding responsibility.

IT ASSUMES

A curiosity, a commitment to growth, and a willingness to reflect deeply in pursuit of building capacity

What this IS

Practical.
Science-grounded.
Designed for real leadership
environments.

What this is NOT

Wellness programming.
Emotional processing.
Personal transformation for its
own sake.



The goal is better decisions, clearer communication, and sustainable performance.

THE CORE PREMISE

Leadership performance is shaped by three internal conditions



STATE

State

Your physiological and emotional baseline.



CAPACITY

Capacity

Your ability to hold complexity without collapsing or controlling.



SIGNAL

Signal

What your presence communicates to others.

The nervous system underpins each of these internal conditions.

Most leadership development focuses on skills and a specific defined mindset. Very little addresses state. State is a key tenet of this workbook.

State (noun · mental state, emotional state)

A temporary, situational condition of the mind, feelings, and behavior — not a fixed personality trait. It is a transitory "way of being" that fluctuates with immediate conditions, such as workload, stress, or task engagement.

APPLIED

Threat bias, translated to leadership

Threat bias often shows up at work as:

- ☐ Shorter fuses in meetings
- ☐ Inbox-driven decision-making
- ☐ Difficulty listening fully
- ☐ Misaligned urgency without understanding



These behaviors do not reflect a lack of capability...

They reflect a dysregulated state.

INTEGRATION · PRACTICES

Example Stabilization practices

Three repeatable resets. Run them between demands - at your desk, before a call, without anyone noticing.



Physiological Reset

Inhale through the nose for four. Exhale for six to eight. Repeat for two to three minutes.

Longer exhales increase parasympathetic signaling and reduce cognitive noise.



Attention Reset

Choose one physical sensation and stay with it for sixty seconds.

This interrupts rumination without suppression.



Movement Interrupt

Stand, shake arms, gently twist the spine for ninety seconds.

Movement clears residual activation between tasks.

JOIN US

A different approach to leadership development

Work with house harmon

Our leadership development focuses on the internal conditions that determine whether those tools are accessible under pressure.

Through a structured 30 / 60 / 90 day arc, leaders learn to:

- Stabilize their internal state
- Expand cognitive and emotional capacity
- Communicate signals that increase clarity and trust

The result is better leadership performance in complex environments.

Organizers plan for

Keynotes & Leadership Workshops

Interactive sessions designed audiences and leadership teams and audiences operating under pressure.

Strategic Reset Programs

Structured multi-month development arcs for senior leaders.

Executive Sessions

Private work with senior leaders navigating high-stakes roles.



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APPENDIX · FOUNDATIONS

Further reading & foundational ideas

The ideas and practices in this work book and broader programming are grounded in established research across neuroscience, psychology, physiology, and leadership science.

PHYSIOLOGY Robert Sapolsky <i>Why Zebras Don't Get Ulcers</i> — the physiological cost of sustained stress.	DECISION-MAKING Daniel Kahneman <i>Thinking, Fast and Slow</i> — attention, strain, and the shift to simple rules.
ATTENTION Mullainathan & Shafir <i>Scarcity</i> — how scarcity captures and narrows the mind.	NERVOUS SYSTEM Stephen Porges <i>Polyvagal Theory</i> — threat, safety, and autonomic regulation.
LEARNING David Epstein <i>Range</i> — why effective learners slow down to build durable skill.	TEAMS · PRACTICE Edmondson · Goleman & Davidson <i>The Fearless Organization</i> & <i>Altered Traits</i> — safety and trained response.